

Purpose

As a sporting organisation for young people, the Sandy Bay Sailing Club (SBSC) recognizes the safety and wellbeing of children to be of paramount importance. This document is based on the Australian National Principles for Child Safe Organisations and aims to embed child safety and wellbeing within the club's leadership, governance, and culture. The code of conduct outlines expected behaviours from all club volunteers, staff, and members, as well as behaviours that are unacceptable when interacting with children and young people. SBSC aims to set a high standard of conduct for the protection and wellbeing of the club's children and young people.

Expected behaviours

All paid and unpaid staff, including volunteers, are responsible for the safety and wellbeing of children and young people who engage with the club. All paid and unpaid staff and volunteers are expected to act in accordance with this Code of Conduct in their interactions with children and young people under the age of 18.

Specifically, SBSC committee members, staff, coaches, and volunteers undertake to:

- Act in accordance with the SBSC Child Safety Policy always.
- Behave respectfully, courteously, and ethically towards children and their families and towards other staff.
- Listen and respond to the views and concerns of children, particularly if they communicate (verbally or non-verbally) that they do not feel safe or well.
- Promote the human rights, safety, and wellbeing of all children in the SBSC.
- Demonstrate appropriate personal and professional boundaries.
- Consider and respect the diverse backgrounds and needs of children.
- Create an environment that promotes and enables children's participation and is welcoming, culturally safe and inclusive for all children and their families.
- Involve children in making decisions about activities, policies and processes that concern them wherever possible.
- Contribute, where appropriate, to SBSC policies and discussions about child safety and wellbeing.
- Identify and mitigate risks to children's safety and wellbeing.
- Respond to any concerns or complaints of child harm or abuse promptly and in line with the SBSC Child Safety Policy.
- Report all suspected or disclosed child harm or abuse as required by Tasmanian law and the SBSC Child Safety Policy.
- Comply with Tasmanian law and SBSC Child Safety Policy on record keeping and privacy.

Unacceptable behaviours

SBSC committee members, staff, coaches, and volunteers will not:

- Engage in any unlawful activity with or in relation to a child.
- Engage in any activity that is likely to harm a child physically, sexually, or emotionally.
- Unlawfully discriminate against any child or their family members.
- Be alone with a child unnecessarily.
- Arrange personal contact, including online contact, with children for a purpose unrelated to SBSC activities.
- Disclose personal or sensitive information about a child, including images of a child, unless the child and their parent or legal guardian consent or unless required to do so by the SBSC Child Safety Policy on reporting.
- Use inappropriate language in the presence of children or show or provide children with access to inappropriate images or material.
- Work with children while under the influence of alcohol or prohibited drugs.
- Ignore or disregard any suspected or disclosed child harm or abuse.

Breach of the code of conduct

If an SBSC committee member, staff, coach, or volunteer believes this Code has been breached, they must:

- Act to prioritize the best interests of children
- Take actions promptly to ensure that children are safe
- Promptly report any concerns to the Head Coach, Child Safety Officer, Commodore, or other member of the Safety Committee
- Follow the SBSC Child Safety Policy regarding receiving and responding to complaints and concerns
- Comply with Tasmanian law and SBSC Child Safety Policy regarding internal and external reporting

Declaration

I agree to abide by this Code of Conduct during my involvement with the Sandy Bay Sailing Club. I understand that breaches of this Code of Conduct may lead to disciplinary action or termination of my employment or involvement with the organisation.

Signature _____

Full name _____

Date _____